



BOARD OF COMMISSIONERS

1 S. Main St., 9th Floor
Mount Clemens, Michigan 48043
586-469-5125 FAX 586-469-5993
macombcountymi.gov/boardofcommissioners

PERSONNEL COMMITTEE

MONDAY, SEPTEMBER 22, 2008

AGENDA

1. Call to Order
2. Pledge of Allegiance
3. Adoption of Agenda, **AS AMENDED (REVISIONS TO #13, 14 & 15)**
4. Approval of Minutes dated May 12, June 4(special) and June 27(special), 2008 (previously distributed)
5. Public Participation
6. Present Service Awards for Employees with 25 or More Years of Service (mailed)
7. Recognition of Recent Retirees (mailed)
8. Report on Vacant Positions (mailed)
9. Report on Impact of 20 Week Hiring Delay Policy (mailed)
10. Elimination of Ad Hoc Committee to Evaluate Reconfirmation of Personnel Openings and Implementation of a Hiring Freeze as Outlined (mailed)
11. Reclassification of One Vacant Account Clerk I/II Position to Typist Clerk I/II in Community Mental Health Department (mailed)
12. Re-engage the PAR Group for Human Resources Director Search (mailed)
13. Executive Session to Discuss Labor Negotiations and Confidential Correspondence from Corporation Counsel
14. Ratification of a Three (3) Year Labor Agreement with Police Officers Labor Council (mailed)
(revised resolution attached)
15. Adoption of the Fact Finders Report for the Police Officers Labor Council - Command Officers (mailed)
(revised correspondence attached)
16. New Business
17. Public Participation
18. Adjournment

MACOMB COUNTY BOARD OF COMMISSIONERS

William A. Crouchman
District 23
Chairman

Dana Camphous-Peterson
District 18
Vice-Chair

Leonard Haggerty
District 21
Sergeant-At-Arms

Andrey Duzyj - District 1
Marvin E. Sauger - District 2
Phillip A. DiMaria - District 3
Jon M. Switalski - District 4
Susan L. Doherty - District 5

Joan Flynn - District 6
Sue Rocca - District 7
David Flynn - District 8
Robert Mijac - District 9
Phillis DeSaele - District 10

Ed Szczepanski - District 11
Peter J. Lund - District 12
Don Brown - District 13
Brian Brdak - District 14
Keith Rengert - District 15

Carey Torrice - District 16
Ed Bruley - District 17
Paul Gielegem - District 19
Kathy Tocco - District 20

Betty Slinde - District 22
Sarah Roberts - District 24
Kathy D. Vosburg - District 25
Leon Drolet - District 26

RESOLUTION NO. _____

FULL BOARD MEETING DATE: _____

AGENDA ITEM: _____

MACOMB COUNTY, MICHIGAN

RESOLUTION TO _____ Present Service Awards for Employees with 25 or more years
_____ of service

INTRODUCED BY: _____ Commissioner Dana Camphous-Peterson
_____ Personnel Committee

COMMITTEE/MEETING DATE

Personnel _____ 09-22-08

**SEPTEMBER 22, 2008 – 9:00 A.M. AWARD CEREMONY
PERSONNEL COMMITTEE MEETING
SERVICE AWARDS – YEAR ENDING 2007
(EMPLOYEES WITH 25 YEARS OR MORE OF SERVICE)**

CONFIRMED ATTENDANCE LIST

EMPLOYEE'S COUNTY COMMISSIONER	EMPLOYEE NAME & CLASSIFICATION	DEPARTMENT	YEARS OF SERVICE	ELECTED OFFICIAL/ DEPARTMENT HEAD PRESENTING WITH COMMISSIONER
Don Brown	William Harding Principal Trial Lawyer	Prosecuting Attorney	30	Eric Smith Prosecuting Attorney
Keith Rengert	Betty Grader Judicial Secretary	Circuit Court	25	Keith Beasley Circuit Court Administrator
Keith Rengert	Sandra Casamer Assistant Director	Library	30	Chairman William Crouchman
Keith Rengert	Pamela Kuhn Housekeeper I/II	Martha T. Berry	25	David Witt Environmental & Safety Services Manager
Ed Bruley	Michael Molter Custodian I/II	Facilities and Operations	30	Lynn Arnott-Bryks Director
Dana Camphous-Peterson	Christopher Carmody Probation Officer	Family Court-Juvenile Division	25	Gerald Alsip Juvenile Court Administrator
Dana Camphous-Peterson	Donald Gillain Assistant IV	Prosecuting Attorney	30	Eric Smith Prosecuting Attorney
Paul Gielegthem	Lynn Arnott Bryks Director	Facilities and Operations	35	Chairman William Crouchman
Paul Gielegthem	Donald Morandini Deputy Director	Planning & Economic Development	35	Steve Cassin Executive Director
Leonard Haggerty	Judith Peters Youth Specialist	Juvenile Justice Center	25	Charles Seidelman Director
Betty Slinde	Gerald Alsip Juvenile Court Administrator	Family Court-Juvenile Division	35	Chief Circuit Court Judge Richard Caretti
Chairman William Crouchman (Oakland County)	Keith Beasley Circuit Court Administrator	Circuit Court	25	Chief Circuit Court Judge Richard Caretti
Chairman William Crouchman (St. Clair County)	Rene Hewitt Lichota Environmental Health Supervisor	Health	25	Steven Gold Deputy Health Officer
Chairman William Crouchman (St. Clair County)	Esther Balfour Washer Extractor	Martha T. Berry	25	David Witt Environmental & Safety Services Manager
Sarah Roberts	Edward Siecinski Environmental III	Health	25	Steven Gold Deputy Health Officer
Kathy Vosburg	Linda Cline Administrative Aide	Community Services Agency	25	Frank Taylor Director
Kathy Vosburg	Christine Decocker-Mellon Assistant Probation Officer	District Court Probation	25	Ken Bovenschen Director
Leon Drolet	Daryl Bukowiecki Senior Accountant	Finance	25	David Diegel Director

RECYCLABLE PAPER



HUMAN RESOURCES DEPARTMENT

10 N. Main St., 4th Floor
Mount Clemens, Michigan 48043
586-469-5280 Fax 586-469-6974
macombcountymi.gov

Labor Relations:
Eric A. Herppich
469-7241

Personnel Services:
Douglas J. Fouty
469-6126

TO: Commissioner Dana Camphous-Peterson, Chairperson
Personnel Committee and Committee Members

FROM: Eric Herppich, Acting Director
Human Resources

DATE: September 10, 2008

RE: Recognition of Recent Retirees

The following employees have applied for retirement and have been invited to attend the September 22, 2008 Personnel Committee Meeting.

Name: Kathryn Ann Kozlinski
Department: Senior Citizen Services
Retirement Date: 9/16/08
Years of Service: 15 years; 0.3 months
County Commissioner: William Crouchman

Name: Mary Fleischer
Department: Health
Retirement Date: 8/29/08
Years of Service: 8 years; 0.7 months
County Commissioner: N/A

Name: Pamela Duncan
Department: Community Services Agency
Retirement Date: 8/29/08
Years of Service: 13 years; 6.9 months
County Commissioner: Betty Slinde

Name: Harry Anonick
Department: Family Court - Juvenile
Retirement Date: 9/19/08
Years of Service: 18 years; 5.6 months
County Commissioner: Susan Doherty

MACOMB COUNTY BOARD OF COMMISSIONERS

William A. Crouchman
District 23
Chairman

Dana Camphous-Peterson
District 18
Vice-Chair

Leonard Haggerty
District 21
Sergeant-At-Arms

Andrey Duzyj - District 1
Marvin E. Sauger - District 2
Phillip A. DiMaria - District 3
Jon M. Switalski - District 4
Susan L. Doherty - District 5

Joan Flynn - District 6
Sue Rocca - District 7
David Flynn - District 8
Robert Mijac - District 9
Phillis DeSaele - District 10

Ed Szczepanski - District 11
Peter J. Lund - District 12
Don Brown - District 13
Brian Brdak - District 14
Keith Rengert - District 15

Carey Torrice - District 16
Ed Bruley - District 17
Paul Gielegem - District 19
Kathy Tocco - District 20

Betty Slinde - District 22
Sarah Roberts - District 24
Kathy D. Vosburg - District 25
Leon Drolet - District 26

RECYCLABLE PAPER

RESOLUTION NO. _____

FULL BOARD MEETING DATE: _____

AGENDA ITEM: _____

MACOMB COUNTY, MICHIGAN

RESOLUTION TO _____ Receive and File Report on Vacant Positions that have been processed
_____ for Posting Pursuant to Action of the Board of Commissioners on
_____ November 18, 2002

INTRODUCED BY: _____ Commissioner Dana Camphous-Peterson, Chair
_____ Personnel Committee

CLASSIFICATION

DEPARTMENT

One Youth Specialist (Arovel Fielder)

Juvenile Justice Center

Reason for Position being Vacant: Resignation

Date Position to be Vacant: 08-11-08

Exit Interview Completed: Yes

One Youth Specialist (James Molnar)

Juvenile Justice Center

Reason for Position being Vacant: Discharged

Date Position to be Vacant: 07-25-08

Exit Interview Completed: Pending

One Youth Specialist (Ryan Redlawsk)

Juvenile Justice Center

Reason for Position being Vacant: Discharged

Date Position to be Vacant: 07-25-08

Exit Interview Completed: Pending

One Food Service Worker (Charlene Lewis)

Martha T. Berry

Reason for Position being Vacant: Discharged

Date Position to be Vacant: 08-04-08

Exit Interview Completed: Pending

COMMITTEE/MEETING DATE

Personnel _____ 09-22-08

One L.P.N. (Sherry Martin)	Martha T. Berry
Reason for Position being Vacant:	Resignation
Date Position to be Vacant:	08-05-08
Exit Interview Completed:	Yes
 One Nurse Aide (Arecia Love)	 Martha T. Berry
Reason for Position being Vacant:	Discharged
Date Position to be Vacant:	09-08-08
Exit Interview Completed:	Pending
 One Nurse Aide (Lakeisha Tolbert)	 Martha T. Berry
Reason for Position being Vacant:	Resignation
Date Position to be Vacant:	08-20-08
Exit Interview Completed:	Pending
 One Team Leader (Deborah Kallas)	 Martha T. Berry
Reason for Position being Vacant:	Resignation
Date Position to be Vacant:	09-19-08
Exit Interview Completed:	Pending
 One Corrections Officer (Sandra Barnes)	 Sheriff
Reason for Position being Vacant:	Resignation
Date Position to be Vacant:	08-20-08
Exit Interview Completed:	Pending
 One Deputy (Scott Budnick)	 Sheriff
Reason for Position being Vacant:	Resignation
Date Position to be Vacant:	08-15-08
Exit Interview Completed:	Yes

MACOMB COUNTY HUMAN RESOURCES DEPARTMENT

EMPLOYEE EXIT INTERVIEW

RECEIVED

SEP 05 2008

HUMAN RESOURCES

SEP 05 2008

HR - RETIREMENT

NAME Arovel Fielder SOCIAL SECURITY # [REDACTED]ADDRESS 19660 Jerome St., Apt. 157 Roseville, MI 48066DEPARTMENT Juvenile Justice CenterCLASSIFICATION Youth SpecialistTERMINATION DATE August 11, 2008DATE OF HIRE August 21, 2006

REASON FOR LEAVING: () LAY OFF () RETIREMENT
() DISCHARGE () NORMAL
(☒) RESIGNATION (☒) DISABILITY

IF REASON FOR LEAVING IS RESIGNATION, PLEASE PROVIDE AS MUCH INFORMATION AS POSSIBLE REGARDING THE REASON.

On 6/25/08 I was injured in a CPI training exercise. My Rt shoulder suffered tears in the joints & tendons which required physical therapy for at least 2 months (+). The possibility of surgery had not been ruled out as of 8/26/08. I am only able to perform office work which the JJC does not offer. I was offered an office job and I took it since it was an indefinite timeframe for me to return to the JJC.

DO YOU HAVE A RESERVED PARKING SPACE IN THE COUNTY PARKING STRUCTURE?

() YES (☒) NO Due to the severity of my shoulder damage I should not have been in this situation - turned something went wrong no accommodations were made for me to return to the workforce.

DO YOU BELONG TO A DEFERRED COMPENSATION PLAN? () YES () NO

I (☒) DO () DO NOT AUTHORIZE THE RELEASE, TO THE MACOMB COUNTY BOARD OF COMMISSIONERS, OF THE INFORMATION ON THIS EXIT INTERVIEW FORM.

EMPLOYEE'S SIGNATURE [Signature] DATE 8/27/08

INTERVIEWER'S SIGNATURE _____ DATE _____

Michelle 9-9-08

MACOMB COUNTY HUMAN RESOURCES DEPARTMENT

EMPLOYEE EXIT INTERVIEW

NAME Sherry Martin SOCIAL SECURITY # [REDACTED]

ADDRESS 26834 Bonnie Ave. Warren, MI 48089

DEPARTMENT Martha T. Berry

CLASSIFICATION LPN

TERMINATION DATE August 5, 2008

DATE OF HIRE January 6, 2003

REASON FOR LEAVING: () LAY OFF () RETIREMENT

() DISCHARGE () NORMAL

(☒) RESIGNATION () DISABILITY

IF REASON FOR LEAVING IS RESIGNATION, PLEASE PROVIDE AS MUCH INFORMATION AS POSSIBLE REGARDING THE REASON.

See Attached

DO YOU HAVE A RESERVED PARKING SPACE IN THE COUNTY PARKING STRUCTURE?
() YES (☒) NO

DO YOU BELONG TO A DEFERRED COMPENSATION PLAN? () YES (☒) NO

I (☒) DO () DO NOT AUTHORIZE THE RELEASE, TO THE MACOMB COUNTY BOARD OF COMMISSIONERS, OF THE INFORMATION ON THIS EXIT INTERVIEW FORM.

EMPLOYEE'S SIGNATURE Sherry L. Martin DATE 8/5/08

INTERVIEWER'S SIGNATURE Liz Sumner DATE 8/5/08

Michele
8-5-08

August 5, 2008

To Whom It May Concern;

I hereby tender my resignation, effective immediately. I feel that to give the usual two weeks notice would only delay the posting and filling of an open position, since I am not currently working and will remain on medical leave for sometime yet.

I have been advised by my Primary Physician and my surgeon, that to return to the same physical requirements of my position at Martha T. Berry would put me at an increased risk for injury and/or reinjury of my back. They have advised that any future injury would most likely alter the quality of the rest of my life. They have both urged that I think about a less physically demanding type of work. I have thought long and hard about this and have come to the conclusion that the Physicians are looking out for my best interest and that I need to do the same.

It is with great sadness that I leave my employment with Martha T. Berry. I wish

you to know that I have been happy over the last seven years. The first two as staff relief through the agency and the last five as a full time employee. I have had the good fortune to work with many professional and experienced people and have learned much. I have always felt that I was supported, encouraged, and treated fairly by management. I wish to especially thank Laura Brundicks for her support and professionalism which enabled me to be the best I could be throughout my employment at Martha T. Berry. I would also like to thank Cathy Hamilton for her support, great leadership, and her ability to always make me feel that I was equally important and a necessary part of a great functioning team.

I will miss the Remitts +, -- +, B? -- 1st -- 2nd
at Martha T. Berry. Thank you for allowing me to
share these years with you. In the near future
I hope to complete a career change, hopefully
in the medical field. I would hope, that if
applicable to the needs of Martha T. Berry,
I would be considered for retire at that
time.

Sincerely,
Sherref L. Martin

MACOMB COUNTY HUMAN RESOURCES DEPARTMENT

EMPLOYEE EXIT INTERVIEW

NAME Scott Budnick SOCIAL SECURITY # [REDACTED]

ADDRESS 55675 Cranberry Drive Macomb, MI 48042

DEPARTMENT Sheriff Department

CLASSIFICATION Deputy

TERMINATION DATE August 15, 2008

DATE OF HIRE May 28, 2001

REASON FOR LEAVING: () LAY OFF () RETIREMENT
() DISCHARGE () NORMAL
☒ RESIGNATION () DISABILITY

IF REASON FOR LEAVING IS RESIGNATION, PLEASE PROVIDE AS MUCH INFORMATION AS POSSIBLE REGARDING THE REASON.

New employment.

DO YOU HAVE A RESERVED PARKING SPACE IN THE COUNTY PARKING STRUCTURE?
() YES ☒ NO

DO YOU BELONG TO A DEFERRED COMPENSATION PLAN? () YES ☒ NO

I ☒ DO () DO NOT AUTHORIZE THE RELEASE, TO THE MACOMB COUNTY BOARD OF COMMISSIONERS, OF THE INFORMATION ON THIS EXIT INTERVIEW FORM.

EMPLOYEE'S SIGNATURE [Signature] DATE 8/6/08

INTERVIEWER'S SIGNATURE [Signature] DATE 8-6-08

Michele
8-6-08

RECYCLABLE PAPER

RESOLUTION NO. _____

FULL BOARD MEETING DATE: _____

AGENDA ITEM: _____

MACOMB COUNTY, MICHIGAN

RESOLUTION TO _____ Receive and File report on Impact of the 20 Week Hiring Delay Policy _____

INTRODUCED BY: _____ Commissioner Dana Camphous-Peterson, Chairperson _____

_____ Personnel Committee _____

COMMITTEE/MEETING DATE

Personnel 09-22-08



HUMAN RESOURCES DEPARTMENT


10 N. Main St., 4th Floor
Mount Clemens, Michigan 48043
586-469-5280 Fax 586-469-6974
macombcountymi.gov

Labor Relations:
Eric A. Herppich
469-7241

September 11, 2008

Personnel Services:
Douglas J. Fouty
469-6126

TO: Commissioner Dana Camphous-Peterson, Chair
Personnel Committee and Committee Members

FROM: Eric A. Herppich,  Acting Director
Human Resources

RE: Receive and File Report on Impact of 20 Week Hiring Delay Policy

On December 13, 2007, the Full Board approved extending to 20 Weeks the Hiring Delay Policy for vacancies created due to resignation, retirement, termination or promotion/transfer. Exceptions to this Policy were positions in which duties and responsibilities are performed on a 24/7 basis and/or positions funded 50% or more from an external funding source. The attached report has been updated and reflects the budgetary savings for 2008 based upon the minimum salaries for the positions impacted.

EAH/mb
Attachment

MACOMB COUNTY BOARD OF COMMISSIONERS

William A. Crouchman
District 23
Chairman

Dana Camphous-Peterson
District 18
Vice-Chair

Leonard Haggerty
District 21
Sergeant-At-Arms

Andrey Duzyj - District 1
Marvin E. Sauger - District 2
Phillip A. DiMaria - District 3
Jon M. Switalski - District 4
Susan L. Doherty - District 5

Joan Flynn - District 6
Sue Rocca - District 7
David Flynn - District 8
Robert Mijac - District 9
Philis DeSaele - District 10

Ed Szczepanski - District 11
Peter J. Lund - District 12
Don Brown - District 13
Brian Brdak - District 14
Keith Rengert - District 15

Carey Torrice - District 16
Ed Bruley - District 17
Paul Gielegem - District 19
Kathy Tocco - District 20

Betty Slinde - District 22
Sarah Roberts - District 24
Kathy D. Vosburg - District 25
Leon Drolet - District 26

2008 (20) Week Delay Savings Report as of August 29, 2008

Department	Position	Minimum Salary	Wages	Fringe Benefits	Total Savings	NOTES
IT	Client Support Technician	\$33,048.12	\$635.54	\$374.97	\$1,010.51	10 week delay - 1 week in 2008
CC-ROD	Typist Clerk I	25,249.34	\$485.56	\$286.48	\$772.05	10 week delay - 1 week in 2008
Public Works	Inspector	\$32,817.55	\$3,786.64	\$2,234.12	\$6,020.76	10 week delay - 6 weeks in 2008
MTB	Environmental Services Worker - PT	\$10.73	\$1,867.02	\$149.36	\$2,016.38	10 week delay - 6 weeks in 2008
CC-ROD	Typist Clerk I	\$25,249.34	\$1,942.26	\$1,145.93	\$3,088.19	10 week delay - 4 weeks in 2008
CC-ROD	Typist Clerk I	\$25,249.34	\$3,398.95	\$2,005.38	\$5,404.33	10 week delay - 7 weeks in 2008
Circuit Court	Typist Clerk	\$27,157.33	\$3,655.79	\$2,156.92	\$5,812.71	10 week delay - 7 weeks in 2008
Probate Court - W & E	2nd Deputy Register	\$30,137.14	\$1,738.68	\$1,025.82	\$2,764.50	10 week delay - 3 weeks in 2008
MSUE	Account Clerk I - PT	\$13.22	\$951.84	\$76.15	\$1,027.99	10 week delay - 3 weeks in 2008
Veteran's Affairs	Typist Clerk I	\$25,249.34	\$1,942.26	\$1,145.93	\$3,088.19	10 week delay - 4 weeks in 2008
Health	Typist Clerk III	\$28,567.31	\$3,845.60	\$2,268.90	\$6,114.50	10 week delay - 7 weeks in 2008
Reimbursement	Account Clerk I	\$25,880.57	\$16,424.21	\$9,690.28	\$26,114.49	33 week delay - 28 weeks in 2008
Reimbursement	Account Clerk I	\$25,880.57	\$16,424.21	\$9,690.28	\$26,114.49	33 week delay - 29 weeks in 2008
Probate Court - W & E	Paralegal	\$30,935.32	\$5,949.10	\$3,509.97	\$9,459.07	10 week delay in 2008
Probate Court - W & E	Mediation Clerk IV	\$30,835.83	\$1,778.99	\$1,049.60	\$2,828.59	10 week delay - 3 weeks in 2008
Information Technology	Business System Analyst	\$55,081.24	\$8,474.04	\$4,999.68	\$13,473.72	10 week delay - 8 weeks in 2008
Information Technology	Business System Analyst	\$55,081.24	\$10,592.55	\$6,249.60	\$16,842.15	10 week delay in 2008
Information Technology	Project Manager	\$61,103.23	\$11,750.62	\$6,932.87	\$18,683.49	10 week delay in 2008

Treasurer	Personal Property Tax Collector	\$38,747.59	\$2,235.44	\$1,318.91	\$3,554.35	10 week delay - 3 weeks in 2008
Library	Page - PT	\$7.15	\$829.40	\$66.35	\$895.75	10 week delay - 4 weeks in 2008
Reimbursement	Account Clerk III	\$30,013.53	\$2,885.92	\$1,702.69	\$4,588.61	10 week delay - 5 weeks in 2008
Prosecuting Attorney	Computer Maintenance Clerk	\$29,281.49	\$2,815.53	\$1,661.16	\$4,476.69	10 week delay - 5 weeks in 2008
Facilities & Operations	Boiler Operator	\$50,648.00 24.35/hr.	\$5,844.00	\$3,447.96	\$9,291.96	10 week delay - 6 weeks in 2008
Prosecuting Attorney	Investigator	\$36,216.05	\$4,178.78	\$2,465.48	\$6,644.25	10 week delay - 6 weeks in 2008
Health	Laboratory Technician	\$28,567.31	\$4,394.97	\$2,593.03	\$6,988.00	10 week delay - 8 weeks in 2008
Information Technology	Client Support Technician	\$33,048.12	\$5,084.33	\$2,999.75	\$8,084.08	10 week delay - 8 weeks in 2008
Health	Environmentalist I/II	\$37,304.23	\$7,173.89	\$4,232.60	\$11,406.49	10 week delay in 2008
Prosecuting Attorney	Assistant II	\$58,208.45	\$22,387.87	\$13,208.84	\$35,596.71	20 week delay in 2008
Equalization	Typist Clerk III	\$28,567.31	\$10,987.43	\$6,482.58	\$17,470.01	20 week delay in 2008
CC-ROD	Typist Clerk III	\$28,567.31	\$10,987.43	\$6,482.58	\$17,470.01	20 week delay in 2008
CC-ROD	Typist Clerk III	\$28,567.31	\$10,987.43	\$6,482.58	\$17,470.01	20 week delay in 2008
Prosecuting Attorney	Assistant IV	\$66,755.77	\$25,675.30	\$15,148.42	\$40,823.72	20 week delay in 2008
Health	Computer Maintenance Clerk	\$29,281.49	\$11,262.11	\$6,644.65	\$17,906.76	20 week delay in 2008
Health	Environmentalist I/II	\$37,304.23	\$14,347.78	\$8,465.19	\$22,812.97	20 week delay
Human Resources	Account Clerk I - PT	\$13.22	\$5,288.00	\$423.04	\$5,711.04	20 week delay
CC-ROD	Typist Clerk III	\$28,567.31	\$10,987.43	\$6,482.58	\$17,470.01	20 week delay
Treasurer	Account Clerk III	\$30,013.53	\$11,543.67	\$6,810.76	\$18,354.43	20 week delay
Health	Public Health Nurse I - PT	\$19.79	\$11,478.20	\$918.26	\$12,396.46	20 week delay
Health	Typist Clerk I/II	\$25,249.34	\$9,711.28	\$5,729.66	\$15,440.94	20 week delay

Prosecuting Attorney	Computer Maintenance Clerk	\$29,281.49	\$11,262.11	\$6,644.65	\$17,906.76	20 week delay in 2008
Treasurer	Account Clerk IV	\$30,632.02	\$11,781.55	\$6,951.11	\$18,732.66	20 week delay
Health	Public Health Nurse II	\$38,701.67	\$11,163.94	\$6,586.73	\$17,750.67	20 week delay
Health	Account Clerk I	\$25,880.57	\$7,465.55	\$4,404.67	\$11,870.22	15 weeks completed
Prosecuting Attorney	Typist Clerk I	\$25,249.34	\$9,711.28	\$5,729.66	\$15,440.94	20 week delay
Veteran's Affairs	Counselor II	\$33,637.99	\$8,409.50	\$4,961.60	\$13,371.10	20 week delay
Probate Court - W & E	Account Clerk III	\$30,549.10	\$6,462.31	\$3,812.76	\$10,275.07	13 weeks completed
Probate Court - W & E	Typist Clerk I	\$26,315.80	\$5,060.73	\$2,985.83	\$8,046.56	20 week delay
CC-ROD	Typist Clerk I	\$25,249.34	\$2,427.82	\$1,432.41	\$3,860.24	10 weeks completed
CC-ROD	Typist Clerk III	\$28,567.31	\$2,746.86	\$1,620.65	\$4,367.50	20 week delay
Health	Typist Clerk III	\$28,567.31	\$6,592.46	\$3,889.55	\$10,482.01	5 week completed
CC-ROD	Typist Clerk I	\$25,249.34	\$485.56	\$286.48	\$772.05	20 week delay
				Total	\$884,466.92	1 week completed
		Cost of out of class assignments			-\$3,153.00	
				Final Total	\$881,313.92	

RECYCLABLE PAPER

RESOLUTION NO. _____

FULL BOARD MEETING DATE: _____

AGENDA ITEM: _____

MACOMB COUNTY, MICHIGAN

RESOLUTION TO Recommend elimination of Ad Hoc Committee to Evaluate Reconfirmation of
Personnel Openings. Further, to recommend the implementation of a Hiring Freeze for
positions vacated after September 25, 2008 to December 31, 2008, excluding positions in
which duties and responsibilities are performed on a 24/7 basis and positions that are
funded at 50% or more from grant or external funding sources

INTRODUCED BY: Commissioner Dana Camphous-Peterson, Chairperson
Personnel Committee

COMMITTEE/MEETING DATE

Personnel 09-22-08



HUMAN RESOURCES DEPARTMENT

10 N. Main St., 4th Floor
Mount Clemens, Michigan 48043
586-469-5280 Fax 586-469-6974
macombcountymi.gov

Labor Relations:
Eric A. Herppich
469-7241

Personnel Services:
Douglas J. Fouty
469-6126

September 12, 2008

TO: Commissioner Dana Camphous-Peterson, Chair
Personnel Committee and Committee Members

FROM: Eric A. Herppich, Acting Director
Human Resources

RE: Recommend Elimination of Ad Hoc Committee to Evaluate Reconfirmation of Personnel Openings. Further, to recommend the Implementation of a Hiring Freeze for Positions Vacated after September 25, 2008 to December 31, 2008, excluding positions in which duties and responsibilities are performed on a 24/7 basis and positions that are funded at 50% or more from grant or external funding sources

I recommend the elimination of the Ad Hoc Committee to Evaluate Reconfirmation of Personnel Openings. Further, I recommend the implementation of a hiring freeze that would apply to positions vacated after September 25, 2008 and would extend through December 31, 2008. There would be no position reconfirmations during this period of time nor would any positions be filled with the exception of positions in which their duties and responsibilities are performed on a 24/7 basis, as well as positions that are funded at 50% or more from grant or external funding sources.

I recommend that this hiring freeze be re-evaluated in January of 2009.

EAH/mb

MACOMB COUNTY BOARD OF COMMISSIONERS

William A. Crouchman
District 23
Chairman

Dana Camphous-Peterson
District 18
Vice-Chair

Leonard Haggerty
District 21
Sergeant-At-Arms

Andrey Duzyj - District 1
Marvin E. Sauger - District 2
Phillip A. DiMaria - District 3
Jon M. Switalski - District 4
Susan L. Doherty - District 5

Joan Flynn - District 6
Sue Rocca - District 7
David Flynn - District 8
Robert Mijac - District 9
Phillis DeSaele - District 10

Ed Szczepanski - District 11
Peter J. Lund - District 12
Don Brown - District 13
Brian Brdak - District 14
Keith Rengert - District 15

Carey Torrice - District 16
Ed Bruley - District 17
Paul Gielegem - District 19
Kathy Tocco - District 20

Betty Slinde - District 22
Sarah Roberts - District 24
Kathy D. Vosburg - District 25
Leon Drolet - District 26

RECYCLABLE PAPER

RESOLUTION NO. _____

FULL BOARD MEETING DATE: _____

AGENDA ITEM: _____

MACOMB COUNTY, MICHIGAN

RESOLUTION TO _____ Recommend the reclassification of one (1) vacant Account Clerk I/II
_____ position to one (1) Typist Clerk I/II position in the Community Mental
_____ Health Department

INTRODUCED BY: _____ Commissioner Dana Camphous-Peterson, Chairperson
_____ Personnel Committee

COMMITTEE/MEETING DATE

Personnel 09-22-08



HUMAN RESOURCES DEPARTMENT

10 N. Main St., 4th Floor
Mount Clemens, Michigan 48043
586-469-5280 Fax 586-469-6974
macombcountymi.gov

September 11, 2008

Labor Relations:
Eric A. Herppich
469-7241

Personnel Services:
Douglas J. Fouty
469-6126

TO: Commissioner Dana Camphous-Peterson, Chair
Personnel Committee and Committee Members

FROM: Eric A. Herppich, Acting Director
Human Resources

RE: Recommend the Reclassification of One (1) Vacant Account Clerk I/II position to One (1) Typist Clerk I/II Position in the Community Mental Health Department

I have received the attached request from the Community Mental Health Department to reclassify one (1) vacant Account Clerk I/II position (salary range \$25,808.57 - \$31,075.18) to Typist Clerk I/II (salary range \$25,249.34 - \$29,577.80). This downward reclassification is requested due to the development of the FOCUS Software System which has reduced the need for Account Clerk responsibilities. The functions of this position include typing, filing and telephone coverage which is more reflective of the Typist Clerk I/II classification.

This reclassification will result in an annual estimated County general fund budget reduction of approximately \$150.

I have discussed this request with the Finance Director and recommend approval of this reclassification.

EAH/mb
Attachment

cc: David Diegel, Finance Director
Robert Slaine, Deputy Director-Community Mental Health

MACOMB COUNTY BOARD OF COMMISSIONERS

William A. Crouchman
District 23
Chairman

Dana Camphous-Peterson
District 18
Vice-Chair

Leonard Haggerty
District 21
Sergeant-At-Arms

Andrey Duzyj - District 1
Marvin E. Sauger - District 2
Phillip A. DiMaria - District 3
Jon M. Switalski - District 4
Susan L. Doherty - District 5

Joan Flynn - District 6
Sue Rocca - District 7
David Flynn - District 8
Robert Mijac - District 9
Philis DeSaele - District 10

Ed Szczepanski - District 11
Peter J. Lund - District 12
Don Brown - District 13
Brian Brdak - District 14
Keith Rengert - District 15

Carey Torrice - District 16
Ed Bruley - District 17
Paul Gielegem - District 19
Kathy Tocco - District 20

Betty Slinde - District 22
Sarah Roberts - District 24
Kathy D. Vosburg - District 25
Leon Drolet - District 26



COMMUNITY MENTAL HEALTH

22550 Hall Road
Clinton Township, MI 48036
586-469-5275 FAX 586-469-7674

RECEIVED
AUG - 5 2008
HUMAN RESOURCES

Donald I. Habkirk, Jr.
Executive Director

August 5, 2008

BOARD OF DIRECTORS

Louis J. Burdi
Chairperson

Janice A.B. Wilson
Vice-Chairperson

Joan Flynn
Secretary-Treasurer

Del (Delphine) Becker
Patricia Bill
Nick Ciaramitaro
Mary Louise Daner
Michael Heafield
Rose Ann Mrosewske
Brian Negovan
Betty Slinde
Kathy D. Vosburg

TO: Eric Herppich, Acting Director
Macomb County Human Resources Department

FROM: Robert R. Slaine, Deputy Director
Community Mental Health

RE: Reclassification Request

Community Mental Health is requesting that the Personnel Committee of the Board of Commissioners approve the reclassification request to downgrade:

1 FTE Account Clerk I/II (vacant)
Sustaining & Integrating Administration (646.84) to

1 FTE Typist Clerk I
Sustaining & Integrating Administration (646.84)

Since the CMH Board's development of the FOCUS Software System, there has been a reduction in the needs for the traditional Account Clerk functions. The proposed reclassified Typist Clerk I will assist in the long standing shortage of reception/clerical support at the Vocational/Day Program Services Agency. The reclassified Typist Clerk I position will provide the Agency with much needed office reception, phone answering and filing responsibilities.

In addition, we will realize a small savings as the 2007 salary range for the Account Clerk I/II position is \$25,881 to \$31,075 and the Typist Clerk I is \$25,249 to \$28,856.

The request for the position reclassification has been approved by the Macomb County Community Mental Health Board on July 23, 2008. All relevant back up information is attached.

Please contact me should you require any additional information.

Thank you for your consideration of this request.

RRS/lp

cc: D. Habkirk, Jr.
J. Kinch
S. Smith



A CARF Accredited
Organization



MEMBER

MACOMB BOARD OF COMMISSIONERS

Andrey Duzyj - District 1
Marvin E. Sauger - District 2
Phillip A. DiMaria - District 3
Jon M. Switalski - District 4
Susan L. Doherty - District 5

Joan Flynn - District 6
Sue Rocca - District 7
David Flynn - District 8
Robert Mijac - District 9
Phillis DeSaele - District 10

Ed Szczepanski - District 11
Peter J. Lund - District 12
Don Brown - District 13
Brian Brdak - District 14
Keith Rengert - District 15

William A. Crouchman
District 23
Chairman

Dana Camphous-Peterson
District 18
Vice-Chair

Leonard Haggerty
District 21
Sergeant-At-Arms

Carey Torrice - District 16
Ed Bruley - District 17
Paul Gielegem - District 19
Kathy Tocco - District 20

Betty Slinde - District 22
Sarah Roberts - District 24
Kathy D. Vosburg - District 25
Leon Drolet - District 26

RECYCLABLE PAPER

RESOLUTION NO. _____

FULL BOARD MEETING DATE: _____

AGENDA ITEM: _____

MACOMB COUNTY, MICHIGAN

RESOLUTION TO _____ Re-engage the PAR Group for Human Resources Director Search

INTRODUCED BY: _____ Commissioner Dana Camphous-Peterson, Chairperson

_____ Personnel Committee

COMMITTEE/MEETING DATE

Personnel _____ 09-22-08



HUMAN RESOURCES DEPARTMENT

10 N. Main St., 4th Floor
Mount Clemens, Michigan 48043
586-469-5280 Fax 586-469-6974
macombcountymi.gov

Labor Relations: September 12, 2008
Eric A. Herppich
469-7241

Personnel Services:
Douglas J. Fouty
469-6126

TO: Commissioner Dana Camphous-Peterson, Chair
Personnel Committee and Committee Members

FROM: Eric A. Herppich, Acting Director
Human Resources

RE: Re-engage the PAR Group for Human Resources Director Search

Attached is the final invoice from the PAR Group for expenses involved in the Human Resources Director position search.

Please consider that since January, 2007, I have been functioning as the Acting Director of Human Resources as well as my formal position of Division Director of Labor Relations.

The main responsibilities of Division Director of Labor Relations are:

- Act as spokesperson in the negotiation of assigned Labor Agreements.
- Contract administrator for each of the County's (27) Labor Agreements to include grievance processing through arbitration, special conferences and other responsibilities as identified in each Labor Agreement.
- Research and respond to inquiries from Unions and Department Heads/Managers regarding day to day operations and contract interpretation.
- Conduct research regarding Human Resources and Labor Relations practices and issues.

MACOMB COUNTY BOARD OF COMMISSIONERS

William A. Crouchman
District 23
Chairman

Dana Camphous-Peterson
District 18
Vice-Chair

Leonard Haggerty
District 21
Sergeant-At-Arms

Andrey Duzyj - District 1
Marvin E. Sauger - District 2
Phillip A. DiMaria - District 3
Jon M. Switalski - District 4
Susan L. Doherty - District 5

Joan Flynn - District 6
Sue Rocca - District 7
David Flynn - District 8
Robert Mijac - District 9
Philis DeSaele - District 10

Ed Szczepanski - District 11
Peter J. Lund - District 12
Don Brown - District 13
Brian Brdak - District 14
Keith Rengert - District 15

Carey Torrice - District 16
Ed Bruley - District 17
Paul Gielegem - District 19
Kathy Tocco - District 20

Betty Slindle - District 22
Sarah Roberts - District 24
Kathy D. Vosburg - District 25
Leon Drolet - District 26

- Direct and engage in activities related to policy and Labor Agreement compliance, including the investigation and action planning related to claims of harassment, discrimination and workplace violence.

The main responsibilities of Director of Human Resources are:

- Work with the Board of Commissioners regarding Policy development, compliance and administration of Human Resources and Labor Relations issues.
- Develop strategies related to Personnel and Labor Relations activities and ensure implementation.
- Act as Chief Spokesperson in the negotiation of Labor Agreements.
- Consult and advise Department Heads and Elected Officials on Human Resources and Labor Relations issues.
- Review and authorize Personnel actions for the County.

For the past 20 months, the County has been engaged in negotiations and/or Act 312 Arbitration with each of the twenty-seven (27) bargaining units. I have put forth significant effort to fulfill the responsibilities related to the negotiation of each Labor Agreement and, while doing so, attempting to perform the necessary activities of both the Director of Human Resources and Division Director-Labor Relations positions. I have concluded that while many issues have been handled efficiently and effectively, there have been projects and activities that have not received the appropriate attention. It is my feeling that the best interests of the organization are not being served under these circumstances.

With this in mind, I would recommend that the Personnel Committee re-engage the PAR Group to complete the search to fill the Director of Human Resources position.

I look forward to discussing this recommendation with you at the September 22, 2008 Personnel Committee Meeting.

EAH/mb
Attachments



Celebrating over 35 Years Service
to a National Clientele

CHICAGO
100 N. Waukegan Road, Suite 211
Lake Bluff, Illinois 60044-1694
TEL 847/234-0005
FAX 847/234-8309
www.pargroupltd.com

September 12, 2008

Mr. Eric Herppich
Acting Director of Human Resources/Director of Labor Relations
County of Macomb
10 N. Main Street 4th Floor
Mt. Clemens, MI 48043

Dear Mr. Herppich:

Thank you for speaking with me today to clarify the County Board's request for the PAR Group to conduct a new recruitment for a Human Resources Director. This is an unusual situation, as you and I discussed. The possibility of a new County Executive in 2010 – 2011 who may want to appoint a new Human Resources Director has created concerns for candidates considered by the County Board earlier this year. This same concern may resurface in the next recruitment. This is a political situation that the PAR Group cannot control. While we want to fulfill our obligation to Macomb County, we also have to realistically assess our ability to be successful in finding candidates willing to assume these duties in an uncertain climate.

The PAR Group will conduct a new recruitment for expenses (printing, advertising, consultant travel) under the condition that, following this new effort, we will be paid the final one- third of our fee, whether or not the County Board is able to reach an agreement with a candidate. Please be assured we will work diligently to find qualified candidates for the County Board to consider.

Thank you for your time today and please let me know if you or any members of the County Board have any questions I can answer.

Respectfully submitted,

Heidi J. Voorhees, President
The PAR Group, LLC

Accepted by: _____

Title: _____

Date: _____



THE PAR GROUP
10000 Woodward Road, Suite 210
Livonia, Michigan 48150-1694
Tel: 734/477-0000
Fax: 734/477-0000
www.thepargroup.com

INVOICE

FOR PROFESSIONAL SERVICES RENDERED

in behalf of

MACOMB COUNTY, MICHIGAN

Professional Fee

\$4,784.00

Third billing for professional services representing one-third of full fee (\$14,500) for assisting Macomb County in the recruitment and selection of a Director of Human Resources.

Reimbursable Expenses

\$1,158.35

For consultant travel, communications, printing, and other expenses incidental to the recruitment activities:

Consultant Travel	\$460.23
Postage/Shipping	193.12
Printing/Photocopy	275.00
Telephone/Fax	230.00

Additional Expenses

\$ 660.00

Court/Credit/DMV record\$, 4 Candidates	\$500.00
Lexis-Nexis Searches, 4 Candidates	\$160.00

Payable Upon Receipt
PLEASE REMIT

\$6,602.35

We appreciate the opportunity to be of service to Macomb County
in this important staffing responsibility.

THE PAR GROUP, LLC

August 5, 2008

RECYCLABLE PAPER

RESOLUTION NO. _____

Revised

FULL BOARD MEETING DATE: _____
AGENDA ITEM: _____

MACOMB COUNTY, MICHIGAN

RESOLUTION TO _____ Recommend ratification of a three (3) year Labor Agreement with the
_____ Police Officers Labor Council (POLC) representing Captains, Chief of
_____ Staff and Jail Administrator from January 1, 2007 to December 31, 2009

INTRODUCED BY: _____ Commissioner Dana Camphous-Peterson, Chair
_____ Personnel Committee

The Parties have reached a settlement on a three (3) year Labor Agreement. The Agreement will run from January 1, 2007 through December 31, 2009.

The POLC represents five (5) positions.

The Parties began negotiations in September, 2006. The County and the Union bargaining teams reached a tentative settlement on August 12, 2008. On the same date, the Union membership ratified this settlement.

It is now recommended that the Board of Commissioners also ratify the Agreement.

A summary of the settlement is as follows:

1. Duration: Three (3) years (January 1, 2007 through December 31, 2009)
2. Wages:

2007:	2.5%
2008:	0%
2009:	0%*

* The Union may, at its option, re-open the contract for negotiations over the wage rates set forth in the Salary Schedule on or after January 1, 2009 by notifying the County in writing at least 60 days prior to January 1, 2009, of its desire to re-open the contract.

COMMITTEE/MEETING DATE

Personnel _____ 09-22-08

3. Insurance Benefits:

- A. Employees will be required to contribute the difference of the cost between the Blue Cross/Blue Shield Traditional program and the Blue Cross/Blue Shield Community Blue PPO program on a monthly basis, through payroll deduction.
- B. No employees not currently enrolled in the Blue Cross/Blue Shield Traditional insurance program shall be permitted to enroll in the program.
- C. The Preferred Provider Organization program shall require a \$100 deductible per individual or a \$200 deductible per family, annually.
- D. Co-pays for Preferred RX Plan: Effective as soon as possible after ratification of this Agreement, for active employees, co-pays for prescriptions received from a Preferred Rx network pharmacy will be as follows:

- \$ 10.00 co-pay for generic drugs
- \$ 20.00 co-pay for non-generic drugs

Co-pays for mail order prescriptions remain at \$5.00.

Mandatory Mail-Order for Maintenance Drugs.

- E. Effective as soon as practicable after ratification of this Agreement, for all employees hired on or after this effective date, the Employer will provide fully paid hospital-medical coverage to the employee and the employee's spouse, after fifteen (15) years of actual service with the Employer, for the employee who leaves employment because of retirement and is eligible for and receives benefits under the Macomb County Employees' Retirement Ordinance.

4. DROP Interest

DROP interest for each employee who participates in the DROP shall be at a fixed rate of 3.5% per annum. Interest is earned on the DROP account balance at the end of each month, and shall be paid to the employee's DROP account no later than the last day of the following month. In the event of separation, interest shall be paid in full to the date the DROP account is distributed.

- 5. During the course of negotiations, the Parties also reached agreement on various language changes.

RESOLUTION NO. _____

FULL BOARD MEETING DATE: _____

AGENDA ITEM: _____

MACOMB COUNTY, MICHIGAN

RESOLUTION TO Recommend ratification of a three (3) year Labor Agreement with the
Police Officers Labor Council (POLC) representing Captains, Chief of
Staff and Jail Administrator from January 1, 2007 to December 31, 2009

INTRODUCED BY: Commissioner Dana Camphous-Peterson, Chair
Personnel Committee

The Parties have reached a settlement on a three (3) year Labor Agreement. The Agreement will run from January 1, 2007 through December 31, 2009.

The POLC represents five (5) positions.

The Parties began negotiations in September, 2006. The County and the Union bargaining teams reached a tentative settlement on August 12, 2008. On the same date, the Union membership ratified this settlement.

It is now recommended that the Board of Commissioners also ratify the Agreement.

A summary of the settlement is as follows:

1. Duration: Three (3) years (January 1, 2007 through December 31, 2009)
2. Wages:

2007:	2.5%
2008:	0%
2009:	0%*

* The Union may, at its option, re-open the contract for negotiations over the wage rates set forth in the Salary Schedule on or after January 1, 2009 by notifying the County in writing at least 60 days prior to January 1, 2009, of its desire to re-open the contract.

COMMITTEE/MEETING DATE

Personnel 09-22-08

3. Insurance Benefits:

- A. Employees will be required to contribute the difference of the cost between the Blue Cross/Blue Shield Traditional program and the Blue Cross/Blue Shield Community Blue PPO program on a monthly basis, through payroll deduction.
- B. No employees not currently enrolled in the Blue Cross/Blue Shield Traditional insurance program shall be permitted to enroll in the program.
- C. The Preferred Provider Organization program shall require a \$100 deductible per individual or a \$200 deductible per family, annually.
- D. Co-pays for Preferred RX Plan: Effective as soon as possible after ratification of this Agreement, for active employees, co-pays for prescriptions received from a Preferred Rx network pharmacy will be as follows:

- \$ 10.00 co-pay for generic drugs
- \$ 20.00 co-pay for non-generic drugs

Co-pays for mail order prescriptions remain at \$5.00.

Mandatory Mail-Order for Maintenance Drugs.

- E. Effective as soon as practicable after ratification of this Agreement, for all employees hired on or after this effective date, the Employer will provide fully paid hospital-medical coverage to the employee and the employee's spouse, after fifteen (15) years of actual service with the employer.

4. DROP Interest

DROP interest for each employee who participates in the DROP shall be at a fixed rate of 3.5% per annum. Interest is earned on the DROP account balance at the end of each month, and shall be paid to the employee's DROP account no later than the last day of the following month. In the event of separation, interest shall be paid in full to the date the DROP account is distributed.

- 5. During the course of negotiations, the Parties also reached agreement on various language changes.

RECYCLABLE PAPER

RESOLUTION NO. _____

FULL BOARD MEETING DATE: _____

AGENDA ITEM: _____

MACOMB COUNTY, MICHIGAN

RESOLUTION TO _____ Recommend the Adoption of the Fact Finders report, dated March
_____, 24, 2008, for the POLC - Command Officers, representing the
_____, classifications of Corrections Lieutenant, Corrections Sergeant and
_____, Corrections Sergeant I, as summarized

INTRODUCED BY: _____ Commissioner Dana Camphous-Peterson, Chairperson
_____, Personnel Committee

COMMITTEE/MEETING DATE

Personnel 09-22-08



REVISED

HUMAN RESOURCES DEPARTMENT

10 N. Main St., 4th Floor
Mount Clemens, Michigan 48043
586-469-5280 Fax 586-469-6974
macombcountymi.gov

September 10, 2008

Labor Relations:
Eric A. Herppich
469-7241

Personnel Services:
Douglas J. Fouty
469-6126

TO: Commissioner Dana Camphous-Peterson, Chair
Personnel Committee and Committee Members

FROM: Eric A. Herppich, Acting Director
Human Resources

RE: Recommend the Adoption of the Fact Finders report, dated March 24, 2008, for the POLC – Command Officers, representing the classifications of Corrections Lieutenant, Corrections Sergeant and Corrections Sergeant I, as summarized

I am recommending the adoption of the Fact Finders report for the classifications of Corrections Lieutenant, Corrections Sergeant and Corrections Sergeant I. The Parties began negotiations in September 2006. A Fact Finders report was issued on March 24, 2008. The Labor Agreement will run from January 1, 2007 through December 31, 2009.

The POLC represents nine (9) employees in these classifications.

A summary of the Fact Finders report is as follows:

1. Duration: Three (3) years (January 1, 2007 through December 31, 2009)
2. Wages:

2007:	2.5%
2008:	0%
2009:	0%*

MACOMB COUNTY BOARD OF COMMISSIONERS

William A. Crouchman
District 23
Chairman

Dana Camphous-Peterson
District 18
Vice-Chair

Leonard Haggerty
District 21
Sergeant-At-Arms

Andrey Duzyj - District 1
Marvin E. Sauger - District 2
Phillip A. DiMaria - District 3
Jon M. Switalski - District 4
Susan L. Doherty - District 5

Joan Flynn - District 6
Sue Rocca - District 7
David Flynn - District 8
Robert Mijac - District 9
Philis DeSaele - District 10

Ed Szczepanski - District 11
Peter J. Lund - District 12
Don Brown - District 13
Brian Brdak - District 14
Keith Rengert - District 15

Carey Torrice - District 16
Ed Bruley - District 17
Paul Gielegem - District 19
Kathy Tocco - District 20

Betty Slinde - District 22
Sarah Roberts - District 24
Kathy D. Vosburg - District 25
Leon Drolet - District 26

*The Union may, at its option, re-open the contract for negotiations over the wage rates set forth in the Salary Schedule on or after January 1, 2009 by notifying the County in writing at least 60 days prior to January 1, 2009, of its desire to re-open the contract.

3. Insurance Benefits:

- A. Employees will be required to contribute the difference of the cost between the Blue Cross/Blue Shield Traditional program and the Blue Cross/Blue Shield Community Blue PPO program on a monthly basis, through payroll deduction.
- B. No employees not currently enrolled in the Blue Cross/Blue Shield Traditional insurance program shall be permitted to enroll in the program.
- C. The Preferred Provider Organization program shall require a \$100 deductible per individual or a \$200 deductible per family, annually.
- D. Co-pays for Preferred RX Plan: Effective as soon as possible after ratification of this Agreement, for active employees, co-pays for prescriptions received from a Preferred Rx network pharmacy will be as follows:
 - \$ 10.00 co-pay for generic drugs
 - \$ 20.00 co-pay for non-generic drugs

Co-pays for mail order prescriptions remain at \$5.00.

Mandatory Mail-Order for Maintenance Drugs.

- E. Effective as soon as practicable after ratification of this Agreement, for all employees hired on or after this effective date, the Employer will provide fully paid hospital-medical coverage to the employee and the employee's spouse, after fifteen (15) years of actual service with the Employer, for the employee who leaves employment because of retirement and is eligible for and receives benefits under the Macomb County Employees' Retirement Ordinance.

4. DROP Interest

DROP interest for each employee who participates in the DROP shall be at a fixed rate of 3.5% per annum. Interest is earned on the DROP account balance at the end of each month, and shall be paid to the employee's DROP account no later than the last day of the following month. In the event of separation, interest shall be paid in full to the date the DROP account is distributed.

5. During the course of negotiations, the Parties also reached agreement on various language changes.



HUMAN RESOURCES DEPARTMENT

10 N. Main St., 4th Floor
Mount Clemens, Michigan 48043
586-469-5280 Fax 586-469-6974
macombcountymi.gov

September 10, 2008

Labor Relations:
Eric A. Herppich
469-7241

Personnel Services:
Douglas J. Fouty
469-6126

TO: Commissioner Dana Camphous-Peterson, Chair
Personnel Committee and Committee Members

FROM: Eric A. Herppich, Acting Director
Human Resources

RE: Recommend the Adoption of the Fact Finders report, dated March 24, 2008, for the POLC – Command Officers, representing the classifications of Corrections Lieutenant, Corrections Sergeant and Corrections Sergeant I, as summarized

I am recommending the adoption of the Fact Finders report for the classifications of Corrections Lieutenant, Corrections Sergeant and Corrections Sergeant I. The Parties began negotiations in September 2006. A Fact Finders report was issued on March 24, 2008. The Labor Agreement will run from January 1, 2007 through December 31, 2009.

The POLC represents nine (9) employees in these classifications.

A summary of the Fact Finders report is as follows:

1. Duration: Three (3) years (January 1, 2007 through December 31, 2009)
2. Wages:

2007:	2.5%
2008:	0%
2009:	0%*

MACOMB COUNTY BOARD OF COMMISSIONERS

William A. Crouchman
District 23
Chairman

Dana Camphous-Peterson
District 18
Vice-Chair

Leonard Haggerty
District 21
Sergeant-At-Arms

Andrey Duzyj - District 1
Marvin E. Sauger - District 2
Phillip A. DiMaria - District 3
Jon M. Switalski - District 4
Susan L. Doherty - District 5

Joan Flynn - District 6
Sue Rocca - District 7
David Flynn - District 8
Robert Mijac - District 9
Philis DeSaele - District 10

Ed Szczepanski - District 11
Peter J. Lund - District 12
Don Brown - District 13
Brian Brdak - District 14
Keith Rengert - District 15

Carey Torrice - District 16
Ed Bruley - District 17
Paul Gielegem - District 19
Kathy Tocco - District 20

Betty Slinde - District 22
Sarah Roberts - District 24
Kathy D. Vosburg - District 25
Leon Drolet - District 26

*The Union may, at its option, re-open the contract for negotiations over the wage rates set forth in the Salary Schedule on or after January 1, 2009 by notifying the County in writing at least 60 days prior to January 1, 2009, of its desire to re-open the contract.

3. Insurance Benefits:

- A. Employees will be required to contribute the difference of the cost between the Blue Cross/Blue Shield Traditional program and the Blue Cross/Blue Shield Community Blue PPO program on a monthly basis, through payroll deduction.
- B. No employees not currently enrolled in the Blue Cross/Blue Shield Traditional insurance program shall be permitted to enroll in the program.
- C. The Preferred Provider Organization program shall require a \$100 deductible per individual or a \$200 deductible per family, annually.
- D. Co-pays for Preferred RX Plan: Effective as soon as possible after ratification of this Agreement, for active employees, co-pays for prescriptions received from a Preferred Rx network pharmacy will be as follows:
 - \$ 10.00 co-pay for generic drugs
 - \$ 20.00 co-pay for non-generic drugs

Co-pays for mail order prescriptions remain at \$5.00.

Mandatory Mail-Order for Maintenance Drugs.

- E. Effective as soon as practicable after ratification of this Agreement, for all employees hired on or after this effective date, the Employer will provide fully paid hospital-medical coverage to the employee and the employee's spouse, after fifteen (15) years of actual service with the employer.

4. DROP Interest

DROP interest for each employee who participates in the DROP shall be at a fixed rate of 3.5% per annum. Interest is earned on the DROP account balance at the end of each month, and shall be paid to the employee's DROP account no later than the last day of the following month. In the event of separation, interest shall be paid in full to the date the DROP account is distributed.

5. During the course of negotiations, the Parties also reached agreement on various language changes.



POLICE OFFICERS LABOR COUNCIL

August 6, 2008

Eric Herppich
Acting Director of Human Resources
Macomb County
via facsimile to 586-469-6974

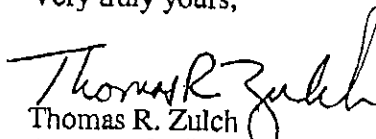
RECEIVED
AUG 6 2008
HUMAN RESOURCES

re: Fact Finding Decision
MERC Case No: D06 G-1689

Dear Mr. Herppich:

Police Officers Labor Council acknowledges receipt of the Fact Finding decision issued by Arbitrator Ammeson in the above-entitled case. The decision mirrors the arbitration award issued under Public Act 312, MERC Case No: D06 G-1689. Because the bargaining unit is composed of both 312 eligible and non-eligible employees, Police Officers Labor Council proposes the Fact Finding decision be adopted in total by the parties.

Very truly yours,


Thomas R. Zulch
Attorney for POLC

TRZ/cl

c: John Viviano
Dennis DuBay

667 E. Big Beaver
Suite 205
Troy, Michigan 48063
(248) 524-3200
Fax (248) 524-2752



Michigan Association
of Police Organizations



National Association of
Police Organizations